

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 11 Number 4 • October 1, 1996

New Pay Policies Provide Flexibility

Last summer the Board of Regents implemented a new set of pay plan policies for non-exempt employees of the University of Maryland System.

More than seven years in the planning and development, the new pay plan policies affect roughly 2,500 employees at the university, says Dale Anderson, director of Personnel Services.

The new policies, which have been distributed to the campus, were implemented last July.

"We have tried to keep in mind and provide for as much flexibility as possible in the development of these policies," he says. "Flexibility for departments and administrators, as well as increased opportunities for employees."

Highlights of the new policies include an opportunity for financial growth on a pay-for-performance basis as part of the university's Performance Review and Development process.

"One positive thing about this is that we now have a mechanism to reward performance," Anderson says. "We've not had an effective mechanism to do this before."

Before the new policies were implemented, approximately 70 percent of the university's non-exempt classified

employees were "topped out" of their pay scale, with no opportunities for a pay increase, says Anderson. Under the new pay plan, the number of employees who are topped out decreases to less than one percent, he says.

Currently, the university is in the process of developing administrative procedures to accompany the new UMS pay plan policies. The administrative procedures will provide greater detail, as well as guidelines that are tailored to the College Park campus.

The administrative procedures will be distributed to the campus as soon as they are developed, Anderson says.

Carolyn Trimble, acting assistant director for Employment and Compensation, says the university has worked diligently to communicate with the campus through every step of the pay plan development.

"These are significant changes," Anderson says.

Questions concerning the new policies should be directed to staff in the Compensation and Classification Section at 405-5660 or the Employee Relations and Training Section at 405-5651.

For a complete listing of the new policies, please see the chart on page 7.

Grunig Recognized with PRSA Award

Public Relations Professor Honored as Outstanding Educator

Larissa Grunig, associate professor in the College of Journalism, has earned the Public Relations Society of America's 1996 Outstanding Educator Award for her significant

contributions to the advancement of public relations education. The PRSA recently bestowed its highest honors upon three members, including Grunig, for their career achievements and contributions to the field of public relations.

Grunig has excelled in her involvement with students, teaching, research and service

to the public relations profession.

"The research on public relations clearly documents the complexity of work performed by professionals in this field," says 1996 Individual Chair Clarke Caywood, chairman of Northwestern University's department of integrated marketing communications. "The awardees this

year reflect the highest levels of accomplishment in business, in education and in not-for-profit organizations by PRSA members."

PRSA will salute Grunig at its

national conference in St. Louis, Nov. 10-12.

Best known for her landmark research with the International Association of Business Communicators Excellence Study, Grunig serves as lead author on the qualitative phase of this investigation of excellent public relations and communication management in corporations throughout the United States.

Through the Excellence Study, Grunig has provided the profession with the first in-depth look at the way in which practitioners use their communications management expertise at the highest levels to

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Larissa Grunig

Junior Faculty Fellows Pursue Innovative Teaching Methods



Pictured from left to right are: Jim Greenberg, Sheri Parks, Neil Davidson, Karen Harris, Adele Berlin, Robert Hampton, Jose Torero, Meredith Gill, David Bigio, Sharon Gerstel, George Marakas, Ruth Lozner and Robin Sawyer. Not pictured is Scott McGinnis.

As Fall approaches and bright green leaves turn to shades of warm rusts and browns, this year's Lilly-CTE Fellows — like the leaves — reflect the variety of scholars in the different branches of the university.

"The Fellows represent a wide variety of interests, disciplines and kinds of experiences," says Center for Teaching Excellence Director Jim Greenberg. "They're people who have a lot to offer."

Last spring 10 1996-97 Lilly-CTE Teaching Fellows were selected. The program is geared toward junior faculty and those who are interested in innovative and new teaching methods. To become a Fellow, faculty must submit a letter of application, as well as a statement as to what they'd like to do as a Lilly-CTE Fellow.

Greenberg says the goals of the Lilly-CTE Fellows program are

to recognize and support the interest of faculty who want to take their teaching to a higher level, as well as help the faculty as a group impact the campus.

Each Fellow is awarded \$3,000 and every other week the Fellows meet to discuss topics related to teaching issues. The group also conducts other activities on campus such as events that focus the whole campus on teaching and presenting the Departmental Excellence in Teaching Award which recognizes and reinforces department-wide efforts in teaching excellence.

Greenberg and Sheri Parks, associate dean for undergraduate studies are co-directors of this year's group. The Fellows are also supported by Robert Hampton, dean of undergraduate studies and Adele Berlin, associate provost for faculty affairs.

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French Laud Turner as Esteemed Author

University Professor Mark Turner and his co-author recently received one of the most esteemed awards given in France for their book demonstrating the influence of French language in literature.

Turner, professor of English at the University of Maryland, and Francis-Noel Thomas, professor of humanities at Truman College, one of the city colleges of Chicago, have been awarded the Prix du Rayonnement de la langue et de littérature françaises for their recent book "Clear and Simple as the Truth: Writing Classic Prose."

The prize ceremony takes place at the Institut de France in Paris on Dec. 5.

Usually awarded to European scholars, the Prix du Rayonnement français is the most important prize given by the Académie française for work done in languages other than French that demonstrate the influence of French language and literature.

The Académie française, which was founded in 1648, is one of the oldest and most distinguished learned societies in Europe and serves as an official arbiter of French usage. Its 40 members are distinguished francophone writers and scholars who are elected for life.

The academy cited "Clear and Simple as the Truth" as having helped demonstrate the intellectual contribu-

tion that French writers have made to classic style in its English expression.

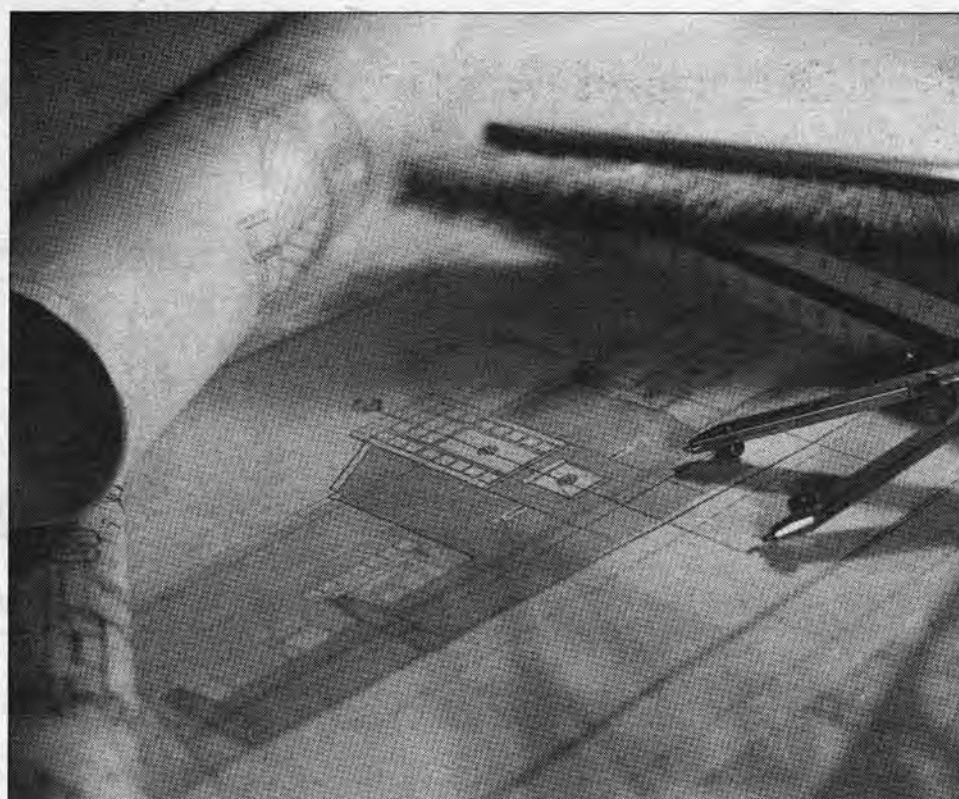
"It is a very important, elite award and I'm honored to receive it," says Turner.

According to Turner, the book analyzes the concept of style and the mentality behind classic style. It explores in detail the relationship between French prose of the 17th century and classic prose in English.

Some students at Maryland are already familiar with "Clear and Simple as the Truth" — Turner developed the book over the last three years while teaching his undergraduate courses. He has been teaching in the English department since 1990 and is an affiliate faculty member in the neuroscience and cognitive sciences department.

Turner has been a fellow of the John Simon Guggenheim Memorial Foundation, the Center for Advanced Study in the Behavioral Sciences, the National Humanities Center and the National Endowment for the Humanities. During 1996-97, he is serving as a member of the Institute for Advanced Study at Princeton University.

He earned his bachelor's and master's degrees in mathematics from the University of California at Berkeley, in addition to bachelor's, master's and doctoral degrees in English.



Public Works Awards Two Contracts for Center for the Performing Arts

The Maryland Board of Public Works recently approved contracts for the initial site work and excavation for the Maryland Center for the Performing Arts at the university and for the construction of a parking garage adjacent to the facility.

Both contracts were awarded to Turner/MTI Joint Venture, construction managers for the project. The contract for site work and excavation is in the amount of \$2,223,630. The prime subcontractor is B&T Contracting, Inc. of Laurel. This contract is the first step of actual construction. Contractors will clear the site and prepare the ground for laying the foundation. Contracts for the laying of the foundation and the remainder of construction will follow shortly.

The contract for the construction of the parking garage is for \$9,624,110. While the parking garage is a separate construction project from the center, it was designed by the same architectural firm, Moore Ruble Yudell, in associa-

tion with the Baltimore firm of Ayers/Saint/Gross. The four-story garage will be adjacent to the center, constructed of brick and pre-cast concrete and will hold 800 cars. Theodore Arie, program manager for the center, explained, "This will be an outstanding parking facility whose design is consistent with the Maryland Center for the Performing Arts and will enhance the new west entrance to the campus."

Formal groundbreaking on the Performing Arts Center is set for Sept. 28.

The building of the center will be one of the largest building projects in the 137-year history of the university. It will be used in the teaching of performing arts; music theater, opera and dance, and will also serve community arts organizations.

The complex will house performance facilities, practice and rehearsal spaces, classrooms, offices and a performing arts library.

October is Open Enrollment Month

This year the state's Open Enrollment Period takes place from Oct. 1-Oct. 25. During this period, all eligible employees can either enroll in, change or cancel any of their insurance coverage.

Like last year's open enrollment, the 1996 Open Enrollment Period is not mandatory. That means that only employees who want to make a change in their coverage need to submit an application.

Employees who wish to keep their coverage the same do not have to do anything. However, please note that if an employee wishes to participate or continue participation in either the health care or dependent care spending account plans, they must complete that portion of the form and return it to the Personnel Services Benefits Office.

Distribution of the Open Enrollment materials will take place no later than early October. The state will ship the materials to the Personnel Services Benefits Office, the Benefits Office will then organize the materials into packets

for each department.

When the packets are ready, each department can either pick up their materials directly from the Benefits Office or have them delivered. Each department will be responsible for the delivery of the materials to the eligible employees in their section.

Several changes in the coverage offered by the state have occurred since last year's open enrollment. To assist staff in better understanding the process, enrollment requirements and the state benefits program, the Personnel Services Benefits Office have conducted open enrollment training sessions for departmental payroll clerks.

The Benefits Office has also scheduled a Health Fair for Oct. 7 from 10 a.m.-4 p.m. in the Grand Ballroom of the Stamp Student Union. Representatives from the Benefits Office as well as all insurance companies offering coverage through the state will be in attendance to answer questions.

Grunig Recognized with PRSA Outstanding Educator Award

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benefit their organizations, as well as the public relations profession.

Recognized as one of the foremost researchers in public relations, Grunig is the author of more than 60 books, journal articles, book chapters, edited books and monographs. She served as six years as the first co-editor of the Journal of Public Relations Research and has served on the juried review board of the Public Relations Review, the Journal of Public Relations Research, the Journal of Communication, Corporate Communications: An International Journal and Management Communication Quarterly.

An active PRSA member, Grunig chaired the National Research Committee for two years. She also served on the Society's Body of Knowledge Board, the Honors and Awards Committee, the Educational Affairs Committee, the Women

in Public Relations Committee and the executive board of the Educators Section.

In addition to teaching at the university since 1979, Grunig served as an instructor at Washington State University, as well as a public relations consultant to a variety of educational, government and corporate organizations.

Grunig's husband James, also a professor in the College of Journalism, received the same award in 1993.

PRSA is the world's largest organization for public relations professionals. Its more than 17,000 members represent business and industry, counseling firms, government, associations, hospitals, schools, professional service firms and non-profit organizations.

The two other PRSA award winners are: Harland Warner, Gold Anvil Award and Jeffrey Lawlor, the Paul M. Lund Public Service Award.

Halloween Alert

If there's even a ghost of a chance you're coming to campus in costume Oct. 31, Outlook wants to know. Call 405-4629 or e-mail: outlook@umdacc.umd.edu and let us know so we can snap your photo.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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Letters to the editor, story suggestions and campus information are welcome. Please submit all material at least two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4629. Electronic mail address is outlook@umdacc.umd.edu. Fax number is (301) 314-9344.



Well-Grounded Maintenance Crews Keep Maryland Looking Magnificent

Yard work is not fun. There's mowing, weeding, pruning, raking and fertilizing, to name a few green thumb chores. During the summer, these tasks become a weekly ritual.

Now, imagine having to tend to 1,200 acres and you'll begin to appreciate the work the university's grounds crew has cut out for them each week. It includes far more than lawn maintenance.

According to assistant director of grounds maintenance Kevin Brown, there are 89 people on staff. Those 89 workers are divided among 13 crews; six for landscaping, two for the garages and one each for masonry, construction support and irrigation. In addition, there is one swing crew and the administrative support crew.

While it's true that grounds maintenance workers plant the bulbs in the "M" and mow acres of green grass, they handle a variety of duties that extend well beyond landscaping. You'll find them working the evening shift in the parking garages, for example, removing trash and otherwise tidying up the place. That includes stairwells, grease spots, railings and elevators.

Other crew members do pesticide spraying in the evenings. (The University of Maryland, says Brown, is the first university in the country to use integrated pest management. This requires only spraying those trees with pests rather than every tree, for example.)

Because "grounds" covers a broad range of areas, the department is responsible for cleaning up the parking lots after football games and tailgate parties. They also replace the bricks on various campus walls. The brick work is handled by two hard-working brick masons, says Brown, who were formerly in the construction business.

With 30 miles of sidewalk to care for, you'll probably spot grounds workers patching pedestrian pathways every now and then. Or look for them in the manholes and storm drains working on the brick chimneys inside.

There's yet another crew responsible for repairing and maintaining all the heavy equipment used to keep the university looking

good. Tucked away, high on the hill near the Chesapeake Building, mechanical-types work their magic on the tractors, lawn mowers, backpack blowers and trash trucks.

"What's neat about our line of

work," says Brown, "is that we can look at what we did and see it's pretty. We can be proud."

That personal satisfaction goes a long way, given that the crews rarely have direct contact with their customers—the employees, students and visitors who appreciate their efforts.

Brown is assisted by his senior man-

had its fair share of unusual and, in some cases, gruesome projects to tackle. Cook remembers a crew having to remove a fallen tree from a house on the perimeter of campus. Another time, a crew was called in to clean up the bloody wreckage left after a car accident.

Last winter, most of the grounds crew assisted in the campus's snow removal efforts. "Back-to-back storms kept us here around the clock," says Brown.

Campus construction projects, of which there have been many over the past five years, have been the nemesis of the grounds crew. "People don't realize how construction impacts the rest of the campus," says Cook. Keeping the area around the construction facility looking good can be a tough job, he says.

In addition, says Brown, the construction has altered the soils. "Getting things to survive in the aftermath is difficult," he says.

Helping the campus survive skateboarders, rollerbladers and mountain bike riders is equally challenging. Skateboards are putting wax on the curbs at the plaza and rollerbladers are bouncing off of and breaking the backs of furniture, say the

four managers.

As for the mountain bikes, Brown says they put ruts in the sidewalks and add to the problem of increasing numbers of goat paths. Gang graffiti is also appearing more on campus, says Brown.

Some 2,300 post chains and ballards are posted on campus, says Brown, to deal with vehicles and pedestrians. Already, the grounds crew has replaced one-sixth of those ballards and posts since last year.

Seems goat paths are a given occurrence here. Building sidewalks where pedestrians wear paths, however, doesn't do the trick, says Brown. "You try to design around getting from Point A to Point B," he says. "But if you build a sidewalk they're liable to walk a new path."

While the crews take pride in their work, there's not an easy job. During spring, summer and early fall, many of the crew start as early as 5 a.m. each day. Merely staying ahead of the growing grass can be a challenge.

Nor is the job for weather wimps. The crews work in 90+ degree heat and below-freezing weather as well. According to Sellers, you get used to the extreme temperatures.

As an added bonus, Sellers, a 30-year veteran of the university grounds crew, has become somewhat of a prognosticator. His prediction for Winter 1997? Cold and wet beginning October's end.



Grounds maintenance employees can be seen every day operating a variety of equipment in their efforts to beautify the campus.

A Yearly Laundry List of Landscaping Supplies

Top Soil:	860 tons
Mulch:	1,200 cubic yards
Lime/Fertilizer:	20 tons
Grass Seed:	5,000 pounds
Flowers:	\$10,000 - \$12,000
Bulbs:	\$5,000

agement staff including Gerald Joy, Jerome "Duke" Sellers and Joseph Cook. The four combined have more than 80 years of grounds experience here at the university.

Over the years, the grounds crew has

Calendar of Events

October 1-10

Tuesday, Oct. 1

Latino Arts Lecture: "Contemporary Latino artists in the United States," Andrew Connors, associate curator, National Museum, noon-1 p.m., 2203 Art/Sociology. 4-8225.

Art Exhibit: Crosscurrents '96: Reclamations, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Law School Fair: Washington Consortium's 19th Annual Law Schools Fair, 2-7:30 p.m., George Washington University Smith Center. 202-994-FAIR.

Smoking Cessation Class: Trying to quit smoking? Let the Health Center help you. A four-session class is available on Tuesdays from 3:30-4:30 p.m., 2101 University Health Center. 4-8123.*

Physics Lecture: "Strange Quarks in the Proton," Elizabeth J. Beise, assistant professor of Physics, 4 p.m., 1410 Physics Bldg. 5-5945.

Mac Seminar: "Introduction to Macintosh," 6-9 p.m., 3332 Computer & Space Sciences Bldg. 5-2941.*

Wednesday, Oct. 2

Health Colloquia: "Risky Business: Designing Interventions to Prevent HIV in College Students," Shari Willis, Keith Eiche, Miriam Phields and Mary Ann Hoffman from Counselling and Personnel Services, noon-1 p.m., 0106-0114 Counseling Center, Shoemaker Bldg.

Molecular and Cell Biology Seminar: "Functional Analysis of Plant Disease Resistance Genes," Fumiaki Katagiri, UMBC's dept. of biological sciences, noon-1 p.m., 1208 Zoology-Psychology. 5-6991.

Art Exhibit: Crosscurrents '96: Reclamations, noon-8 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, noon-8 p.m., The Art Gallery, Art-Sociology. 5-2763.

Victor Class: Introduction to Victor, 4:30-5:45 p.m., M4100E McKeldin. 5-9254.

DIALOG Class: Review the search process and learn the basic commands, 6-8 p.m., 4M100G McKeldin. 5-9072.

UNIX Training: "Introduction to Unix," 6-9 p.m., 3332 Computer & Space Sciences Bldg. 5-2941.*

Architecture Lecture: James Timberlake, Keyes Condon and Florance, Architects, 7 p.m., School of Architecture Auditorium. 5-6284.

Thursday, Oct. 3

Art Exhibit: Crosscurrents '96: Reclamations, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, noon-4 p.m., The Art Gallery,

Art-Sociology. 5-2763.

Windows Training: "Introduction to Windows 3.1," 6-9 p.m., 3330 Computer & Space Sciences. 5-2941.*

HTML Workshop: "Introduction to HTML," 6-9 p.m., 3332 Computer & Space Sciences. 5-2941.*

Election Year 1996 Lecture: Michael Dukakis, former Governor of Massachusetts and the 1988 Democratic Party nominee for President, will give an insider's perspective of Presidential campaigns and debates in his talk, "A Candidate's Perspective of the Debates: 1988 and 1996," 7 p.m., National Archives, Washington, D.C. (202) 501-5000.

Friday, Oct. 4

National Archives Film: "America Lost and Found," noon, National Archives in Washington, D.C. (202) 501-5000.

Art Exhibit: Crosscurrents '96: Reclamations, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Symphony Music: University of Maryland Symphony Orchestra will perform works including the Egmont Overture and Violin Concerto, arias and duets from opera, 8 p.m., UMUC Inn & Conference Center. Tickets are \$16, \$12 for senior citizens, \$10 for students. 5-1150.*

Saturday, Oct. 5

Dance Program: Ten-week dance program for children, teens and parents, noon-1 p.m., Creative Dance Lab. 5-7039.*

Art Exhibit: Crosscurrents '96: Reclamations, 1-5 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, 1-5 p.m., The Art Gallery, Art-Sociology. 5-2763.

Sunday, Oct. 6

Art Exhibit: Crosscurrents '96: Reclamations, 1-5 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, 1-5 p.m., The Art Gallery, Art-Sociology. 5-2763.

Concert Society Seminar: Launch of the Concert Society at Maryland's 21st season, New York New Music Ensemble pre-concert seminar, 1 p.m., Ulrich Recital Hall. 403-4240 or <http://www.wam.umd.edu/~consocmd>.*

Concert Society Kickoff: New York New Music Ensemble to perform new electronic and electroacoustic music, 3-5 p.m., Ulrich Recital Hall. 403-4240.*

Monday, Oct. 7

Resume Workshop: Resumania walk-in clinic. Have your resume critiqued by

employers in your field, 10 a.m.-3 p.m., Career Center, 3121 Hornbake South Wing. 4-7225.

Art Exhibit: Crosscurrents '96: Reclamations, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.



Workplace," 3-4:30 p.m., 2460 A.V. Williams. 4-7225.

Panel Discussion: "Earn While You Learn," 3-4:30 p.m., St. Mary's Multi-Purpose Room. 4-7225.

Environmental Discussion: Environmental Careers, 4-5:30 p.m., 1104 H.J. Patterson. 4-7225.

Career Discussion: "What Can You Do with an English Major?" 4:15-5:45 p.m., 1120 Susquehanna. 4-7225.

Information Systems Seminar: Careers in Information Systems, 5-6:30 p.m., Tyser Auditorium, Van Munching Hall. 4-7225.

WordPerfect Training: "WordPerfect for Thesis Writing, Part 1," 6-9 p.m., 3330 Computer & Space Sciences Bldg. 5-2941.*

Guarneri in Concert: The Guarneri String Quartet, University of Maryland's resident quartet, holds an Open Rehearsal, 7 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. Admission is free and the public is invited to attend.

Tuesday, Oct. 8

Online Workshop: "Using the WWW to Enhance Your Job Search," 11 a.m.-12:30 p.m., 3330 Computer & Space Sciences Bldg. Advanced registration required. 4-7225

Art Exhibit: Crosscurrents '96: Reclamations, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil

Defense film of a house being destroyed by an atomic bomb, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Panel Discussion: International Careers, 1-2:30 p.m., St. Mary's Multi-Purpose Room. 4-7225.

Victor Class: Introduction to Victor, 2-3:15 p.m., 4M100E McKeldin. 5-9254.

Career Workshop: Enhance Your Job Search, Attending a Career/Job Fair, 3-4:30 p.m., St. Mary's Multi-Purpose Room. 4-7225.

DIALOG Class: Review the search process and learn the basic commands, 3:30-5:30 p.m., 4M100G McKeldin. 5-9072.

Panel Discussion: Careers in Biotechnology, 4-5:30 p.m., 0200 St. Mary's Hall. 4-7225.

Intro to Excel: "Introduction to Microsoft Excel Windows," 6-9 p.m., 3330 Computer & Space Sciences Bldg. 5-2941.*

Internet Training: "Internet Technologies Peer Training," 6-9 p.m., 3332 Computer & Space Sciences Bldg. 5-2941.*

CPR Class: Learn adult and pediatric CPR, as well as the Heimlich maneuver. Must Register and pay in advance in Room 2118 University Health Center, two night course, 6-9:30 p.m. in 3100 E University Health Center. 4-8132.*

Wednesday, Oct. 9

Career Fair: Kinesiology Career Information Fair, 10 a.m.-noon, Indoor Mall Area of H.J. Patterson. 4-7225.

Archival Sources Lecture: William L. Brown will present an overview of the Division, which is responsible for researching and documenting historic use and occupancy of historic structure and Division Curator Mary Grassick will discuss her research on military living quarters at Fort Larned, Ks. 105 National Archives in Washington, D.C. (202) 501-5000.

Cultural Lecture: "Message From a Bluesician: Nyumburu Cultural Center and Beyond," Otis Williams, director, Nyumburu Cultural Center, noon, Counseling Center, 0106-0114 Shoemaker Bldg.

Panel Discussion: "Careers in Museums and Art Galleries," noon-1:30 p.m., 2154 Tawes Fine Arts Bldg. 4-7225.

Art Exhibit: Crosscurrents '96: Reclamations, noon-8 p.m., The Art Gallery, Art-Sociology. 5-2763.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, noon-8 p.m., The Art Gallery, Art-Sociology. 5-2763.

Panel Discussion: "Careers in Family Studies," 3-4:30 p.m., 1206 Marie Mount. 4-7225.

Panel Discussion: "Careers in Criminal Justice," 3-4:30 p.m., 2166 LeFrak. 4-7225.

Career Seminar: "Opportunities in Industry for Masters & Ph.D. Scientists & Engineers," 3-4:30 p.m., 2460 A.V. Williams. 4-7225.

Panel Discussion: "Trade & Professional Associations: Great Jobs for Liberal Arts Majors," 3:30-5 p.m., 0102 Francis Scott Key. 4-7225.

Panel Discussion:



New York New Music Ensemble - Oct. 6

Junior Faculty Fellows Pursue Innovative Teaching Methods

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The following are the 1996-97 Lilly-CTE Fellows along with their thoughts about becoming a Fellow as was noted on their letter of application.

Jose Torero, assistant professor in the College of Engineering's fire protection department, is a newcomer who began teaching at the university last fall.

He was born in Lima, Peru and received his undergraduate degree at the Pontifical Catholic University. He then left Peru, traveled to London, then returned to his home country to become a lecturer in a progressive undergraduate institution. In his journeys he also studied at universities in Germany and Spain, before earning his master's and doctoral degrees at the University of California, Berkeley.

"Based on the belief that undergraduate education in the United States fits best with my personality, I decided to return to the United States and I joined the faculty of the Department of Fire Protection and Engineering in August, 1995."

Robin Sawyer, assistant professor in the health education department has been teaching at the university since 1984.

Sawyer feels that teaching is something he is, rather than something he does.

"I have worked hard to make my classes interesting, worthwhile and relevant, sometimes not an easy task with average class sizes of 250," he says.

Sawyer says his other interests in the teaching arena include the relationship between research and teaching, as well as student motivation.

Scott McGinnis, assistant professor in the Hebrew and East Asian Languages department since 1993, says he was brought into the university to design a graduate degree program in Chinese and Japanese language pedagogy.

As a professor, McGinnis is concerned with addressing issues such as the Strategic Plan, diversity, computer-based technology in undergraduate education, as well as issues in curricular articulation.

"I believe that the Lilly-CTE Fellows can do much to help focus the campus dialogue on what the Strategic Plan means for all undergraduates at College Park as the plan becomes the operational document for the University during the upcoming academic year," he says.

ing the upcoming academic year," he says.

Ruth Lozner, associate professor in the College of Arts and Humanities has been teaching art for nearly 20 years, eight of which have been at the university.

With her teaching primarily in visual communications and illustrations, Lozner says her area of interest lies in teaching how to think and how to learn visually, creatively and metaphorically, as well as how to express and communicate those thoughts.

"I devote as much time as is possible to informal research focusing on creativity and visual thinking," she says. "I, therefore, can use myself as well as my students in exploring methods of improving creative thinking."

In addition to being an educator, Lozner is a professional illustrator.

Karen Harris, professor in the College of Education, feels as though her work as a teacher and scholar has been part of a larger whole.

Harris says she came to the university because of her desire to work in an institution with a quality undergraduate teacher education program in the special education area.

She says she has worked for a number of years to help schools and teachers in the areas of developing effective writing programs and helping students develop self-regulation abilities.

Sharon Gerstel, assistant professor with the art history and archaeology departments has taught classes at the university ranging from Byzantine Art to Theories, Methods and Practices of Archaeology.

Gerstel, who has taught at the university since 1994, has written several published book chapters and journal articles dealing with art history and archaeology. She has also conducted archaeological fieldwork to recover medieval pottery.

Gerstel received her master's degree in art history and a doctorate in fine arts both from New York University.

Meredith Gill, assistant professor in the art history and archeology department, received her master's and doctoral degrees from Princeton University.

A professor at College Park since 1994, Gill's recent classes taught include Special Problems in Italian Renaissance Art: Michelangelo and

Portraits and Portrayals.

Gill, in her letter of application to the Lilly-Fellows program, says she knows how to read or speak Italian, French, German and Latin.

George Marakas, an assistant professor in the information systems department of the College of Business, believes his professional experience has led him to many successes and interesting experiences. However, none of those experience have approached the enrichment he has felt as an academic, he says.

"I am excited about my pace of intellectual maturity toward one who has come to appreciate the importance of what is yet to be learned, as well as the importance of constantly questioning and revisiting that which is thought to be already known," Marakas says.

Issues Marakas would like to explore as a Lilly-CTE Fellow include improving the learning process through the application of pedagogical approaches and the exploitation of technology in the classroom.

David Bigio, an associate professor in the College of Engineering's mechanical engineering department, has been teaching at the university for nearly a decade.

"My evolution has been one that has gone from preparing material, to expanding my appreciation for the student, to seeking venues for learning environments for students, to creating a place for personal development," Bigio says.

Bigio, who created and redesigned four university courses, says he continually tries to interview his colleagues and read literature in order to learn of the practices that he might be able to incorporate into his courses to provide various avenues for learning.

Neil Davidson, a professor in the curriculum and instruction department of the College of Education, has taught at the university since 1968.

During his 28 years at College Park, Davidson has taught 14 different courses in mathematics and 21 different courses in education.

Last year, Davidson had the opportunity to spend time at several universities throughout the country in order to learn about their faculty development programs and their innovations in teaching and learning. In the spring of 1995, Davidson also served as a distinguished visiting professor at Arizona State University.

"Careers in Urban & Community Planning," 4-5:30 p.m., 0117 Tydings. 4-7225.

Art Lecture: "Louis IX and the Ideology of Crusader Art: The Contribution of Byzantium," Daniel Weiss, Johns Hopkins University, 6 p.m., 2309 Art/Sociology Bldg.

HTML Training: Intermediate HTML, 6-9 p.m., 4352 Computer & Space Sciences Bldg., 4-2941.

CPR class: Learn adult CPR and the Heimlich maneuver. Must Register and pay in advance in 2118 University Health Center, 6 p.m.-9:30 p.m., 3100 E University Health Center. 4-8132.*

Thursday, Oct. 10

Video Discussion: "Smart Manners, Smart Business," 10-11 a.m., 3114 Hornbake-South. 4-7225.

Interview Workshop: "Behavioral Interviews and the Interviewing Process," 1-2:30 p.m., 3114 Hornbake-South. 4-7225.

Career Fair: Sponsored by the Career Center, 10 a.m.-3 p.m., Stamp Student Union. 4-7225.

Art Exhibit: Crosscurrents '96: Reclamations, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

Meteorology Seminar: "An Evaluation of the NCEP/NCAR Reanalysis Based on Satellite Data Impact Experiments and on Systematic Errors of Budget Calculations," Masao Kanamitsu, 3:30 p.m., 2400 Computer & Space Sciences Bldg.

Interview Overview: "The Employment Interview: American Style," 4:30-5:30 p.m., 3114 Hornbake-South. 4-7225.

Gallery Exhibit: Exhibition of eight large paintings based on images from a 1950s Civil Defense film of a house being destroyed by an atomic bomb, noon-4 p.m., The Art Gallery, Art-Sociology. 5-2763.

CPR class: Learn adult CPR and the Heimlich maneuver. Must register and pay in advance in Room 2118 University Health Center, 6-9:30 p.m., 3100 E University Health Center. 4-8132.*

Theatre Presentation: "Amadeus" by Peter Shaffer, Antonio Salieri's envy of brash young Wolfgang Amadeus Mozart's genius pushes the elder composer to a self-destructive obsession with his own mediocrity, 8 p.m., Tawes Theatre. 5-2201.*

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*)

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inforM can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inforM office at 2107 Stamp Student Union. To reach the inforM calendar editors by phone, call 405-0825.

Please note that the inforM calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inforM and Outlook.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Baha'i Chair Endowment Completed

The University of Maryland has reached its goal of raising \$1.5 million to complete the endowment of the Baha'i Chair for World Peace in the College of Behavioral and Social Sciences (BSOS).

The Baha'i Chair, established in 1993, fosters the study of new approaches to ethnocultural reconciliation in war-torn societies by focusing on the spiritual and religious dimension of world conflicts. The current holder of the chair is Suheil Badi Bushrui, an internationally recognized scholar in the area of Baha'i studies and global conflict resolution.

The national fundraising effort to complete the endowment began in October 1995. Development Committee Chair Hormoz Hormozi of Elgin, Ill., coordinated four regional task forces that cultivated donors in Baha'i communities across the country.

"The unflagging efforts of the task force members and their associates across the United States were critical to the successful completion of this challenge," says BSOS Dean Irwin Goldstein. "Thanks to their efforts the future of the Baha'i Chair is secure and its programs can be enlarged and extended in the efforts to achieve world peace."

Don't Let Flu Bug You

The Health Center has flu vaccine available to faculty, staff and students Oct. 2 through Nov. 22. Flu clinics are by appointment only on Mondays, 9-11 a.m.; Tuesdays, 10:10-11:30 a.m. and 2-4 p.m.; Wednesdays, 2-4 p.m.; and Thursdays and Fridays, 9-11:30 a.m. and 2-4 p.m. Cost is \$10 students, \$12 faculty/staff. The appointment number is 314-8184. Persons with heart and lung problems, diabetes, sickle cell disease, chronic kidney disease, or over the age 65 are encouraged to get flu vaccine.

Notebook Adds Diversity to Science Studies

In this age of curriculum transformation, most efforts have focused on introducing diversity issues into the arts and humanities and the social sciences.

Incorporating diversity into the biological and physical sciences, however, has been a struggle.

"The question of how to deal with diversity in science has often been dropped by default," says Robert Yuan, professor of microbiology. "It's not that it's not important, but because no one knows what to do with it."

A common misconception about science is that there is no diversity. No one will argue that basic science concepts are the same around the world. Diversity comes into play with the applications of that knowledge, which are very much a function of culture, Yuan says.

"The question is in what manner can you begin to change the science curriculum in certain ways to create a culture that's more accepting of differences," Yuan says.

The microbiology department has attempted to address diversity in the sciences through the creation of a "Diversity Notebook". The notebook, which provides a variety of examples to highlight cultural and societal differences that influence the use of scientific knowledge, was started last year.

The Diversity Notebook is being created with the help of several Honors students to offer a broader, worldwide view of how science impacts society.

Traditionally, textbooks at universities have used all western examples to clarify scientific principles. "This promotes the image that science can only be done in one way," he says.

"The whole idea is that you can derive a whole set of case studies that can explain scientific concepts, but from viewpoints in different cultures," Yuan says.

The students, Shannon Chilcoate, Christina Lagdameo, Vinh Diep, Valerie

Vehemente, and Ana Sanchez work on incorporating aspects of economics, culture, society, and geography into the case studies.

For instance, a common example used to explain the fermentation process is yogurt. Yogurt is a well known western product, but it is not globally important. Soy sauce, on the other hand, is created with a fermentation process and is used by half the population of the world. Research showed that the production of soy sauce had a big economic impact on the countries it was developed in and utilized different technologies depending on where it was produced.

Topics for the case studies are often very current and hotly debated issues and are gathered from conferences by Yuan. Other topics to be included in the notebook are Cholera, HIV, and an unleavened bread from Sudan called Kisra.

The students collaborate on research and develop the case studies as a team. Also, they enjoy the interdisciplinary aspect of the experience, something that does not often occur in science.

"It's nice to see how it affects other people's lives," says Shannon Chilcoate. "It's science in the real world."

Microbiology professor Robert Yuan is heading an effort to develop a Diversity Notebook that addresses diversity in the sciences.

Yuan notes that, "The students are contributing to the project, but we are all learning. It's a circular cycle."

The idea of a Diversity Notebook grew from Yuan's desire to provide good examples to his students, with the hope of catching student's interest and

ence to come up with examples. So, Yuan started working on the Diversity Notebook to provide examples his colleagues could use.

Realizing that cultural differences influence science and student's understanding of science is critical to a

school like Maryland where recruitment and retention of minorities is a priority.

Over one third of the University population is comprised of minority students. In the science departments, minorities make up an even higher percentage. In Microbiology alone, over half of the undergraduate students are minorities, according to Institutional Studies figures from 1995.

Yuan says he believes that this topic will continue to be of concern to science educators. Eventually, Yuan hopes to publish

the Diversity Notebook as a supplement to textbooks. Teachers will be able to offer alternative examples to the ones offered in the text.

For now, work will continue on the notebook in an effort to make the sciences more responsive to the role diversity plays in its study.

KIRBY DICKEN



making them think. He started developing examples that were relevant to the real world. Even if the example was not something that happens in their particular culture, the students could understand it.

When Yuan brought up the idea in faculty meetings, many faculty did not feel they had the international experi-

Classical Collection Housed at IPAM

Over a span of some 60 years the late Harry Anderson of San Diego assembled one of the finest and most notable collections of classical piano recordings in private hands. In addition, Anderson amassed a wealth of information about performers, their music, lives and times.

Now that collection is in the hands of the International Piano Archives at Maryland (IPAM).

Anderson's widow, Mary Lee generously donated the collection, ensuring the preservation and fulfillment of Anderson's legacy and lifetime of work for future generations.

Last July, a special program was presented in the Music Library's Reading Room. Following the program, a reception and viewing of a new exhibition titled "Introducing the Harry L. Anderson Collection: Recorded Piano Performance" took place.

At a luncheon celebrating Mary Lee Anderson's gift to the IPAM, Pres. William E. Kirwan said: "It is safe to say that no other collection in the world could be more appropriate for augmenting our International Piano Archives at Maryland. Your husband's pioneering work was a major influence

on the Piano Archives in its formative years. Now that the University of Maryland is the home of the Piano Archives and the Anderson legacy, we look forward to working together to fulfill your husband's vision."

Anderson, who died in 1990 at the age of 80, collected a number of scrapbooks that contain documentary material on pianists and composer-pianists. These are a part of the gift to IPAM, along with his monumental Master Catalogue of Recorded Piano Performance representing the recordings of all pianists from the invention of the phonograph to approximately 1960.

Seven of the scrapbooks are devoted to the famous Polish pianist Ignace Jan Paderewski. Anderson studied piano with Richard Buhlig in San Diego and concertized in San Diego, New York City, Philadelphia, Santa Fe., Taos and Los Alamos, N.M., as well as in Ceylon and South Africa.

Several of these concerts were broadcast over radio. He was also a frequent lecturer at the University of California at San Diego on the development of keyboard music

Scholars Offer Perspectives on the African Diaspora

Two scholars will deliver lectures during the month of October as part of the Committee on Africa and the Americas' 1996-97 program, "Perspectives on the African Diaspora."

On Thursday, Oct. 3, Michael Blakey, associate professor of anthropology and anatomy at Howard University, will address "The New York African Burial Ground Project: Activist Scholarship on African-American Origins." As director of this project which studies the largest colonial African cemetery in North America, Blakey will talk about the people buried there, the physical quality of their life and the cultural and social transformations that took place. He will also discuss the project's effort to make African-American anthropology more of an activist discipline.

Focusing specifically on the cultural transformations, Babalorisa John Mason, director of the New York Yoruba Theological Archministry, will give a lecture on Thursday, Oct. 17 on the transference of African religions to black populations in the Americas.

Titled "Discovering the World of Olokun: Owner of the Rivers and Seas," Mason's lecture will trace the journey of Olokun, divinity of the river and seas, from West Africa to Cuba and the United States by means of an examination of the artifacts, arts and rituals of the Bini and Yoruba.

These lectures are sponsored by the Committee on Africa and the Americas, a joint venture of the Colleges of Arts and Humanities and Behavioral and Social Sciences which brings together the university faculty, students and staff devoted to promoting knowledge and understanding of Africa and African diaspora from different disciplinary perspectives.

Both lectures will be held in Room 2309 of the Art/Sociology Building at 7:30 p.m. A reception follows the lectures.

The following chart is a continuation of the new pay plan policy article on page 1

Highlights of Pay Program Policies For Non-Exempt Employees

New Policy and Title	Major Provisions	Changes from Previous Policy
VII - P1.00 Policy on Establishment and Assignment of Job Groups	Establishes two job groups: non-exempt (classified employees in maintenance, office, service, and technical jobs) and exempt (academic administrators, associate staff and exempt classified employees). These distinctions are based on the Federal Fair Labor Standards Act regarding overtime.	The designation of "classified" will no longer be used for positions in this category. We will refer to positions as being either "non-exempt", "exempt classified", or "exempt."
VII - 9.00 Policy on Implementation of Phase I- Non-exempt of the UMS Pay Program	Outlines how issues such as salary, layoff, retirement programs, and length of service payments will be handled upon implementation of the pay program. Describes vesting provisions for layoff, termination, probation and annual leave accrual rates. Establishes a special review procedure for non-exempt employees who wish a review of the slotting of their position.	This policy is designed specifically to address pay program implementation issues, and as such, is new in its entirety.
VII - 9.10 Policy on Adjustment of Salary Structures, Assignment of Job Classes to Salary Ranges, Administration of Salaries, Impact of Adjustment on Salaries, and the Development and Maintenance of Job Evaluation Programs	Provides the Board of Regents with the authority to revise/adjust salary structures and the Chancellor with the authority to assign job classes to salary ranges. Describes how salaries will be treated when the minimum of a salary range is adjusted upward or downward. Describes the UMS Job Evaluation Program.	With regard to the impact on salaries when the salary range of a job class is increased or decreased, this new policy formalizes current practice. There is no change from previous policies to the other provisions of this policy.
VII - 9.20 Policy on Salary Increases and Bonuses	Provides for COLA increases if granted by the State Legislature. If funds are available, provides for one step salary increases for employees who receive an overall PRD rating of "meets expectations", and for employees who successfully complete an original or a promotional probationary period. Allows for the granting of non-cumulative cash bonuses for extraordinary contributions.	Step increases are no longer automatic. Employees must receive an overall PRD rating of "meets expectations" in order to receive annual merit (step) increases. Previous policy had no provision for step increases upon completion of original or promotional probation. A formal policy on bonuses did not exist.
VII - 9.30 Policy on Salary Upon Entry into UMS Service	Requires that employees who are appointed to non-exempt positions be appointed at the minimum of the salary range for the job class to which the specific position is assigned. Allows for exceptions under specific circumstances.	No change.
VII - 9.40 Policy on Salary Upon Transfer or Reclass	Describes the effect on an employee's salary upon a lateral transfer or reclass, a promotional transfer or reclass, or a demotional transfer or reclass.	No change in how salaries upon lateral or promotional transfers or reclasses are calculated. For demotions, previous policy required a complicated calculation based on years of service and current salary. This policy allows for a more straight-forward calculation.
VII - 9.50 Policy on Temporary Assignments and Acting Appointments	Describes when temporary or acting appointments are appropriate, how salary increases (if any) are calculated, and the duration of these appointments.	Previous policy required a graduated waiting period, depending on the pay grade of the position, before acting capacity pay began. This waiting period no longer exists. The details of temporary assignments are formalized in this new policy.
VII - 9.60 Policy on Salary Upon Reinstatement	Describes how salary is calculated when the employee is reinstated to the same job class, to a job class with a higher maximum salary, or to a job class with a lower maximum salary.	Previous policy based salary determinations for employees returning to the same classification on when reinstatement occurred in relationship to the employee's former increment date. For reinstatements to positions at a higher or a lower pay grade, salary was calculated based on the rules for promotion or demotion described in previously existing policies. This new policy allows for greater flexibility in salary determinations.
VII - 9.70 Policy on Request for Job Reclass Review	Describes the conditions under which a job reclass review may be requested.	No change in the conditions when a reclassification review can be requested. The specific procedures for job reclasses are under development and will be published as an Administrative Procedure.
VII - 9.80 Policy on Impact of Changes in the Minimum Qualifications of Job Class Specifications	Describes the guidelines for the effect on an employee if the minimum qualifications for the job class to which the individual's position is assigned is changed.	Formalizes current practice in the event of changes to minimum qualifications to a classification.

Get the Scoop at Graduate School Fair

Those interested in attending graduate school are encouraged to stop by the Graduate School Fair sponsored by the Office of Graduate Minority Education.

Taking place in the Stamp Student Union Oct. 4 from 8:30 a.m.-4 p.m., the Graduate School Fair will consist of seminars and workshops on the various aspects of graduate school, says Chontrese Doswell of the Office of Graduate Minority Education.

Seminars during the day include GRE and GMAT preparation workshops, how to finance graduate education, as well as how to prepare a competitive graduate school application and letter of intent. Participants will also have a chance to meet with representatives from the 98 graduate school programs at the university.

"It will be a rich day for those who will be participating," Doswell says.

A goal of the Graduate School Fair is to identify and recruit minority students to the university's graduate programs.

"The university's commitment to this goal is clear and our success in recruiting, educating and graduating outstanding minority students is known nationally," says Johnetta

Davis, associate dean of the Graduate School and director of the Office of Graduate Minority Education.

"For example, the National Research Council listed College Park fifth in the nation in awarding doctoral degrees to African Americans and among the top 19 institutions awarding doctoral degrees to Asian Americans for the five-year period between 1990-94," adds Davis.

Registration for the Graduate School Fair is from 8-8:30 a.m. and the opening session is from 8-9 a.m. From 9 a.m.-noon, participants can attend the following three workshops: Preparing a Competitive Graduate School Application; Preparing to Take the GRE or the GMAT and Financing Your Graduate Education. During lunch from noon-1:30 p.m., a panel of currently enrolled minority graduate students and recent graduates will discuss tips for success in graduate school. From 1:30-4:30 p.m., participants will have an opportunity to meet with graduate program representatives from the university.

The Graduate School Fair is free of charge. For more information, call 405-4183.

Gemstones Lecturers Share Expertise

The director of the National Institute of Standards and Technology, the chairman of Lockheed Martin Corp. and the Governor of Maryland will share their perspectives on technology and society with a select group of freshmen.

The three will speak this month as part of the initial Distinguished Lecture series for the university's new Gemstone program. Gemstone is a special honors curriculum that places students in multidisciplinary teams for their undergraduate years.

The students take special courses that emphasize the relationship between technological innovation and societal change from the perspectives of sociology, political science, history and business. Each team undertakes a long-term research project that addresses a crucial problem with technical, commercial, political, ethical and societal components.

The lecture series introduces Gemstone students to the themes they will be exploring in their studies.

NIST Director Arati Prabhakar opens the series tonight. Appointed the tenth director of NIST by President Clinton in 1993, Prabhakar previously was director of the microelectronics technology office in the Defense Department's Advanced Research Projects Agency. Prabhakar offers her perspective on the

government's role in the technological revolution at 7 p.m. in room 1202 of the Engineering Classroom Building.

On Oct. 22, Norman Augustine, the CEO of Lockheed Martin Corp., gives students an industry perspective on technical literacy, the social ramifications of technological work and the need for cross-training decision makers. Augustine's distinguished career includes work with Douglas Aircraft Co., the Office of the Secretary of Defense and LTV Missiles and Space Co. He was assistant and under secretary of the Army, chairman and CEO of Martin Marietta, president of Lockheed Martin upon its formation, and now its vice chairman. Augustine currently is chairman of the American Red Cross. He speaks at 7 p.m. in room 1202 of the Engineering Classroom Building.

On Oct. 24 Gov. Parris Glendening talks about the relationship between technology and society based on his experience in state and local government. Glendening, elected to office in 1994, was previously the Prince George's County executive for 12 years. He is an associate professor of government and politics at the university and has made improving public education one of the priorities of his Administration. The location of his 5 p.m. speech is to be announced.

For Your Interest

Minimum Wage Increase

As of Oct. 1, the Federal minimum wage rate will increase to \$4.75 per hour. As a result, all employees including students, paid at a wage less than \$4.75 per hour must be raised to the new level.

This change will be effective in pay period 97-08, covering the time period Sept. 29 through Oct. 12. Turn-around entries will be prepared for departments by Payroll Services for all persons currently on the payroll. Departments will need to initiate turn-around entries for any new employees paid below the new rate for whom might not receive a turnaround entry.

As part of this legislation, the Federal minimum wage will increase again in Sept. 1997 to \$5.15 per hour.

Specific questions concerning this change in the federal minimum wage rate, should be referred to Payroll Services at 405-5672.

India Beckons '96

India Beckons is a variety cultural program featuring Indian dances, songs, skits and a presentation of activities from the Association for India's development.

In addition to the activities, ventriloquist and shadow-play artist Satti Achat will be featured.

India Beckons will be held Oct. 5 from 5-7 p.m. in the Stamp Student Union. Tickets are \$5 and \$10. All proceeds from the show will go to charity.

For more information, call 345-4394.

The Vision of Mathematica

As part of the worldwide introduction of Mathematica 3.0, the inventor, Stephen Wolfram, will visit a number of cities around the country to present and demonstrate the system.

Academic Information Technology Services and the mathematics department have arranged for Wolfram to appear at the university.

The lecture by Wolfram will be held Oct. 2 at 1:30 p.m. in the Grand Ballroom of the Stamp Student Union.

In his talk, Wolfram will describe his ideas, the technology and the future of Mathematica, as well as demonstrations of the latest advances in technical computing.

Admission to the lecture is free and is recommended for anyone interested in technical computing. Demos of Mathematica 3.0 will be available.

For more information, visit the Vision of Mathematica web site at <http://www.wolfram.com/vision> or e-mail at vision@wolfram.com.

Stop Smoking

Thinking about quitting smoking? Get help and support to improve your health.

The University Health center will be offering a four-session class on Tuesdays, Oct. 1, 8, 15 and 22 from 3:30-4:40 p.m. in room 2101 of the Health Center.

Registration is \$20 with \$15 returned to those who attend all four classes.

To register, call Jody Gan at 314-8123.

Pre-Retirement Seminars

Two pre-retirement seminars by the Maryland State Retirement Agency will be held this week, as well as next month.

Sponsored by the Personnel Services Benefits Office, the two, two-day retirement seminars are scheduled for Oct. 3-4 and Nov. 21-22. The sessions will be conducted in the Personnel Services Training Room, 1101U Chesapeake Bldg. Each session will be held from 9 a.m.-4 p.m.

Participation in the pre-retirement seminars is restricted to individuals who are members of either the Maryland State Retirement or Pension Systems. Attendance is limited to 40 employees per session who are within five years of retirement.

If you are interested in attending one of these sessions, reserve a space by calling Judi Moss at 405-5654.

Call for Proposals

The Program Development Committee of the university's Diversity Initiative Steering Committee has issued its call for proposals.

A total of eight matching grants ranging from \$500 to \$2,000 will be awarded. Grants will be awarded for diversity initiatives that have the potential to make a lasting impact on the campus. Examples could include: recruitment/retention efforts, ongoing educational initiatives or research that has the potential to result in improvements of the campus climate. Grants

for \$500 can also be awarded for program proposals which are one-time events if they meet the criteria.

A copy of the call for proposals is available from David Comporeale, Office of Human Relations Programs, 1107 Hornbake, 405-3828.

College Park Admissions Program

Children of College Park faculty and staff are invited to learn more about attending the University of Maryland and the admissions process in general. This annual program and reception, offered by the Office of Undergraduate Admissions, will be held on Oct. 24 at 5:30 p.m. in the Stamp Student Union. A panel of currently enrolled students, representatives from colleges and student services offices and admissions staff will provide information for both faculty and staff and their college bound children. To reserve your space, call 314-8381.

Study Abroad in Italy

An informational meeting on the University of Maryland's program in Florence, Italy, sponsored by the Department of French and Italian, will be held Oct. 9 at 3:30 p.m. in St. Mary's Hall. Call 405-4025 for more information.

Open Rehearsal

The Guarneri String Quartet will hold an open rehearsal on Oct. 7 at 7 p.m. in the Ulrich Recital Hall of the Tawes Fine Arts Building. Admission is free and open to the public.